

BUREAU OF JUVENILE JUSTICE TRAINING UNIT

PROGRAM DESCRIPTIONS

REQUIRED ANNUAL TRAINING CLASSES

(Offered to assist in meeting licensing training requirements)

Blood Borne Pathogens	Fulfill the requirements of Blood Borne Pathogen Rule (R325.70002) regarding information relating to Hepatitis A, B, C, HIV and other pathogens; protocol for Universal Precautions.
CPR	Cardiopulmonary resuscitation.
Life Space Crisis Intervention (LSCI)	Foundation Skills: Two day training in which participants learn to understand the differences in youth and adult psychological worlds, learn the conflict cycle, and develop de-escalation skills i.e. attending, listening, responding, and decoding.
Life Space Crisis Intervention Re-Certification (Foundation Skills Review)	Yearly minimum of eight [8] hours in-service.
Medication Handling	Participants will review standards, guidelines, appropriate procedures and safety protocol for the handling and distribution of medications in treatment programs.
New Employee Orientation	This program provides the new employee with a solid foundation of program/treatment information and practical hands on experiences. Generic to all residential, detention and day treatment programs.
Physical Intervention Re-Certification	Participants learn to safely restrain youth using the Mechanical Advantage Control Hold Method (M.A.C.H. 5). Participants also learn physical techniques such as punch blocks and choke breaks to remain safe if they are attacked. This is clarified as part of the Crisis Intervention Continuum. Yearly minimum of eight [8] hours in-service.

Right to Know

Information regarding awareness and the safe handling of hazardous materials as required by Michigan and Federal Occupational Safety and Health Acts is the content.

Standard First Aid

This class is required every three (3) years.

Universal Precautions

Universal precautions are infection control guidelines designed to protect workers from exposure to diseases spread by blood and certain body fluids.

OPTIONAL-REQUESTED TRAINING PROGRAMS

Adolescent Substance Abuse

This program serves as a discussion of adolescent substance abuse issues and their relationship to delinquency and family issues. Participants will gain knowledge of the effects of substances on youth and practice treatment strategies.

Aggression Replacement Training (A.R.T.)

Aggression Replacement Training (ART) is a structured educational program that allows youth to practice new social skills, learn to handle anger without aggression, and develop mature moral reasoning and decision making skills.

The training is delivered in three components:

Skill Building- Participants are taught to deliver a program of 50 social skills.

Anger Control Training- Participants learn to deliver a program that allows youth to practice curbing aggressive impulses.

Moral Reasoning- Participants are taught to deliver a program in which youth learn to apply moral reasoning to difficult situations.

Authority vs. Relationship

Participants will understand the concepts and the effective application involved with: authority, influencing behavior of subordinates, helping relationships, staff styles, and intervention approaches to manage youth in their care.

Professional Boundaries

Participants are able to define professional boundaries identify and respond to potential boundary issues between staff and youth as well as staff/staff relationships. Participants assess windows of vulnerability and review BJJ policy.

Behavior Management

Participants will understand the concepts of punishment, negative reinforcement, positive reinforcement and reward for behavior and learn to apply these concepts with other affective and cognitive behavioral approaches.

Be Proud! Be Responsible!

The Be Proud! Be Responsible! training will provide treatment staff with HIV, AIDS, and other STD training. Treatment staff will then implement the curriculum with the youth in their programs. The objectives are to:

- Increase youth's knowledge on HIV, AIDS, and other STD's
- Believe in the value of safe sex, including abstinence
- Build confidence in their ability to negotiate safer sex
- Use a condom correctly
- Intend to practice safer sex
- Reduce sexual risk behaviors
- Take pride in and responsibility for choosing responsible sexual behaviors

Counseling That Works!

Counseling that Works! introduces participants to some of the most recent research into effective counseling methods and develops skills in active listening.

Culturally Speaking

Based on the Institute of the Healing of Racism; this program is an interactive group process for staff or youth. The goal is to enhance understanding and sensitivity in relationships and develop the connectedness between people of different ethnic groups.

Documentation

This class will provide employees with the knowledge and basic skills for the complete and appropriate documentation of program events, including Incident Reports, logs, and special reports. An absolutely necessary complement to required training.

Effective Limit Setting

Effective Limit Setting outlines development of intervention strategies in dealing with youth behavior, process of discipline, conflict resolution and limit setting. ELS will also present information on positive interactions with youth including building rapport and modeling.

Effective Group Work	This program unites theory and practice. Participants learn the main concepts and rationale behind working with groups, then apply these principles, as strategies, to residential treatment situations.
Fitness Instruction	Instructional support and guidance in exercise and nutrition will be provided to staff based on individual request.
LSCI Certification	Four-day follow-up to the basic, two day Foundation Skill training. Participants learn the problem solving process and “Reclaiming Interventions” to assist youth in identification, resolving and planning change behaviors. The course involves testing for an LSCI certification.
LSCI Re-Certification of Trainers	One day, annual program for BJJ Senior Level LSCI trainers only. The goal is to refresh and to prepare BJJ LSCI trainers to re-certify staff in their facilities.
Offender Cycle	How do thoughts and feelings develop into a maladaptive behavioral cycle? Participants will know this cycle and will learn how to help youths develop counters to break destructive cycles.
Relapse Prevention	How do we make therapeutic practices practical and useable for youth as they return to the community? In this training we look at several relapse prevention models and common concepts. This training is appropriate for both institutional and community based staff.
Sex Offender Treatment	A one-day course in which participants learn the basics of sexual offender characteristics, causes and identifying red flag behaviors, and treatment concerns.
Strength Based Approach	Participants learn to apply strength based/solution focused interventions to treatment programs.
Suicide Prevention [Also available as Web based format]	This program includes procedures regarding suicide precautions and prevention, warning signs of potential suicide, appropriate protocol and assessment/identification in dealing with potentially suicidal youth in residential settings.
Team Building	Team building is a highly interactive program that strives to improve team performance. This program may be customized to meet the needs of the team.

Facilitators are certified to administer the Meyers-Briggs Type Indicator, which enables participants to understand their preferences and those of their team members, then, assists them in respecting and working with each other. Other available training components are: interactive exercises focusing on problem solving and communication enhancement, team mission and goal development, and team role clarification.

A NOTE ON TECHNOLOGY: The key buzzword today in the training industry is “blended”. As we in BJJ become more accustomed to video conferencing and web based training [training by using a computer], the more will technology be utilized in our training. To this end, the word “blended” means a combination of approaches in presenting our material. Never, will BJJ staff be left in an isolated, impersonal approach without access to a human presenter. The inclusion of various techniques for interaction between student & instructor will be a hallmark of BJJ training.

A milestone was achieved in January, '04. The New Employee Orientation included three major advances in BJJ's use of technology:

1. The former director, Ken Hales, opened the week by greeting and welcoming participants in Escanaba and Whitmore Lake from the Grand Tower.
2. Participants in the Orientation were the pilot audience for our first web based training program, Suicide Prevention.
3. Trainers in Escanaba and Whitmore Lake shared training duties for students sitting in classrooms located in those two geographical locations.

We will move forward with training through video conferencing and web based training with the caution of never losing the human connection in our work with staff and in our work of serving the youth committed to our care.

Thank you for letting us serve you, the great staff of BJJ.